**Equity and Inclusion Committee Minutes**

**Wednesday, December 21st,2022**

**11:00 – 12:30pm**

**Introductions –**

**Present: Calpurnyia R; Lisa S; Montsho G; Sarah Z; Cynthia D; Betsy S-J; Stacy P; Gilad M; Emma C; Shaundell D**

**Where are we at?**

* Updates
  + Review Youth Anti-Retaliation Policy
    - Lydia:
      * We're very excited to announce that we finally finished integrating all the comments into a new anti-retaliation policy draft! Here is a link: <https://docs.google.com/document/d/176YevDWto5draU9PLs7BKzNi2XUksB4uog-GhKEPJ_M/edit?usp=sharing>
      * I left two comments in there- one was just pointing out something new and making sure it's doable, and the other is that we need a contact for the CoC Board in case any party feels that the process was unfair. If you could let me know your thoughts on those two things, that would be great! And if you see anything else in there that needs addressing, please let me know (but hopefully this is a final draft or very close to it)
* Minutes:
* Almost final draft of youth anti-retaliation policy
  + Youth led initiative that we will transfer into the adult world
    - Up to us to adjust wording, etc.
      * Lisa suggests make it “less wordy”
  + “Suggest” that our partner projects adopt this policy
  + How this came about?
    - some situations in the past made them want to do this.
    - Additionally, wanted more youth to be able to fill out exit surveys without fearing retaliation when easily identifiable (if only two youth are being surveyed it is clear who is talking about who)
* Youth Retaliation Policy
  + Vision Statement
  + Policy
    - Question: how do we talk to each other and hear each other and perceive each other? Bumping heads even when often saying the same thing
    - Have clarity about what the procedure is going to be…restorative meeting? What is the format? The people facilitating?
  + Procedure
    - Question: who has access to CoC email?
    - Punishment? Not a good word
      * Why does YAB feel punishment was the right word?
      * It does say “consequence” ...what does that look like? A good language conversation to have
        + Important to honor their language choices…have a conversation about other possible words, but if this is what they want we respect it
    - Are there parameters around how many others are able to join the discussion? Goal is to keep it restorative, not turn it into “us” vs “them” in an investigation, we are exploring a situation to help resolve a conflict
      * Suggestion: Incorporating that language into describing the process?
      * One on one advocacy is ideal because once you begin adding more dynamics and personalities into the mix it can almost spiral …
    - Can the CoC “ensure that any consequence administered … will not differ from the original consequence”?
      * Suggestion: It is hard to ‘ensure’ things, say ‘consider’
      * Suggestion: Incorporate a check in in a month or so to see how folks are doing post process
    - Their ideas for remedies to retaliation
      * Seems like a lot. The CoC is not a direct care provider
        + Using the term “aid them” is what is troubling… “provide them with other resources within the community”
      * Question: what if any power do we have over YHDP projects? Ex. saying “could require” …should be “would strongly recommend”
    - Question: Are they taking their grievance to the board? Or do they want the board to review the process that the CoC did?
      * Making decisions on individual grievances would be overreach on the board, but they could overview the process
        + What would that overview entail? What would be possible outcomes? More detail is needed in this section
        + Review, and if needed, send back to CoC staff with recommendations...does that fix any problems though?
        + Is this even a board’s function? Check in about that

Sending to Brad (as chair and an attorney) and then circle back to this

* + - * Need for an ombudsman ???
  + Racial Equity PLE Training Series
  + Shaundell met with Pamela yesterday, waiting for Jerry
    - We need to make sure we have funding for PLE who are attending these trainings \*\*very critical
  + Donald suggesting 5 session 90 minutes each, REP designing them to be interactive with ample time for discussion
    - Valuing Lived Experience: Understanding and Advocating to End Homelessness
    - A History of White Supremacy and Learning the Language for Being Antiracist
    - Trauma-informed Care: Caring for Yourself and Others
    - Financial Systems Equity: Finance Foundations
  + Also meeting with HR to make sure lived experience plan aligns with CAPV’s processes etc.
    - Financial Systems Equity: Home Ownership
  + What do we want to work on for the coming year?
* What are we going to work on for the coming year (because 2023 is…11 days away…)?
  + Finishing up agency diversity survey to send out (have only outlined certain things we want to know, need to return to it to finalize)
  + Anti-retaliation policy
  + Maybe go back and look at original plan and see what we’ve accomplished, what hasn’t been touched, etc.

**Framing Racial Disparities**

* Framing- Project Level Racial Disparities
  + Agency Diversity Survey
    - Next steps
      * We have identified
        + Hilltown
        + MHA PSH
        + LH TH
        + APP
      * What is doing well
        + Policy and procedure wise
        + Hear from someone on modeling
        + Learning experience
  + Review Policies that were sent with Agenda

**Floor is open**

* Open for discussion/suggestions
  + Nothing

**Next Steps for Committee –**

* **Next Meeting:** 
  + **Wednesday January 18th 2023!**